MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 2, 2019/2020

BRI3814 – HUMAN RESOURCE INFORMATION SYSTEM
(All sections / Groups)

6 MARCH 2020
9.00 a.m – 11.00 a.m
(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This question paper consists of 5 pages (including cover page) with 4 questions only.

2. Attempt ALL FOUR questions. All questions carry equal marks and the distribution of the marks for each question is given.

3. Please write all your answer in the Answer Booklet provided.

Question 1 (25 Marks)

1) Choose the correct answer for the following multiple choice questions

(8 x 2 = 16 Marks)

i. Which of the following is the best explanation of a human resource information system (HRIS)?

a) A computer system that is used to manage information relevant to human resources

b) A database that is used to store information for human resource management purposes

c) An information management system that allows employees to access their personnel information

d) A system that is used to acquire, store, retrieve, and analyze information relating to human resources

ii. Which of the following is an example of why employees would use an HRIS?

a) Most human resource information systems are not used by employees

b) To email their managers to request approval to take time off

c) To complete paper forms during a benefits open enrolment period

d) To change their tax withholding elections in an online system

iii. An HRIS may require which type of additional staffing?

a) HRIS systems never requires additional staffing

b) Additional HR specialists

c) IT professionals

d) None of the above

iv. The automation of attendance keeping, payroll preparation and applicant tracking are some of the activities carried out at the _____ level.

a) management information system

Continued...

b) decision support system

c) electronic data processing

d) None of the above

v. The simulation of a situation is the uniqueness of the _____ model.

a) management information system

b) decision support system

c) electronic data processing

d) None of the above

vi. Which of the following is not an advantage of the HRIS?

a) a reduction in labour cost

b) the ability to manage voluminous data

c) better supervision and control over the human resources

d) None of the above

vii. Which of the following is not normally an essential condition for an effective HRIS?

a) Strengthening the infrastructure and other supporting systems

b) Ensuring clarity of HRIS goals

c) Changing the HR manager

d) Sustained enhancement of the HRIS capabilities

viii. Which of the following is/are the sub-system(s) of HRIS?
a) Position control and budgeting system

b) Compensation management system

c) Performance management system

d) All of the above

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2) The four principal areas of HR; payroll, time and labour management, employees' benefits and hr management are affected by the HRIS. Explain how?   (9 Marks)

Question 2 (25 Marks)

1) What are the main objectives of HRIS?

(5 Marks)

2) Designing of HRIS involves four phases; Planning, Organising flow of information, Implementation and Feedback. Explain each phases briefly.

(4 x 5 = 20 Marks)

Question 3 (25 Marks)

You work for a successful financial firm with approximately 500 employees. The organization's senior management arrives at the conclusion that it would be easier to achieve the strategic goals enumerated by the Executive Team if the various organizational functions would share information. Shared information would enable them to develop and deploy new action plans and strategic decisions more effectively and efficiently. As a result, the company's President and CEO have instructed the department heads to ensure their information systems are up to date so that data sharing is possible.

The decision has been made by the VP of HR and Executive Team to purchase an HRIS software application that would integrate most common business functions including: human resources, payroll, accounting and customer relationship management. You have been selected by your VP of HR to lead this project. After some discussions with department heads you realize that there are a large number of people (stakeholders/ customers) who will be affected by the new system. Furthermore, you realized how important HR data is to the stakeholders.

Instructions: Using this background information and the information you have learned through lectures, answer and provide insight to the following questions:

1) Identify, with explanation, three different types of users/customers of the implemented HRIS. Ensure your answer includes the at least three different types of HR data each of these users/customers may need.

. (9 Marks)

2) Identify some of the individuals who would be logically members of the HRIS project team and explain why.

(6 Marks)

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3) Select any one area of the HR function (e.g. recruitment) and make a list of the processes that will need to be documented and tracked during the planning of HRMS design. (10 Marks)

Question 4 (5 X 5 = 25 Marks)

As technology advances, technical changes create challenges to HRIS. Explain the challenges of HRIS based on the following factors.
1) Telecommuting
2) Employee surveillance & monitoring
3) e-HR
4) Artificial Intelligence and HR
5) Social HR

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